

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210

(313) 842-2600

February 1982
No. 23



Worst Contract Ever Thousands Say No!

The new freight contract is a turning point for the Teamsters Union. It is the first test of Roy Williams' leadership — and he's flunked badly. Now Williams (and those officers who blindly follow him) will try to impose it on freight Teamsters and other Teamsters as well.

In many locals the reaction of the members has been angry and vocal. TDU's campaign for a decent contract has won wide support in response to the catalogue of takeaways.

In other locals, the members heard scare stories or fairy tales from the officers who would make better used car salesmen. In Milwaukee Local 200, the officers attacked TDU's literature, and said we wouldn't fall \$3.50 an hour behind our current wages because inflation will only be 5%.

In Pittsburgh Local 249, President Charlie Byrne supported the notion that diverting our COL money into the benefit plans was a good idea because it would make it like an IRA account with tax advantages. (Keep dreaming.) Unfortunately for these creative salesmen and other like them, reality will hit home soon enough, as the terrible impact of this contract is felt.

Many members expected some economic concessions by the union, but also expected some trade-offs for our side — hiring halls, road dispatch

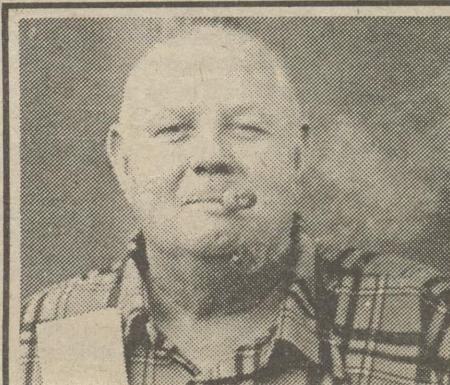
rights, limitations on casuals, paid health and welfare for laid-off Teamsters, job security clauses.

Reports from around the country tell a story of opposition that has swept across many locals. Most local meetings were held the weekend of February 6-7 or the previous weekend. Here is a rundown of that national picture.

Midwest

Hundreds of angry members showed up at the contract meetings in most large Midwest locals. In Cleveland Local 407 some 700 members voted unanimously to call on the International to renegotiate the contract. Rank and file members then organized to get information out to other Teamsters through newspaper ads and other techniques. The president of the local called it the "Worst contract I've ever seen" and took a neutral stand on ratification.

The story was similar in Detroit Local 299 where 400 members voted unanimously to send it back. 299 sent a telegram to the International with major reasons: gutting the COL clause, and the elimination of jobs through direct delivery. Local 371 in Quad Cities Iowa-Illinois had 250 members also vote without opposition to send it back. So did hundreds in St.



"I'm Voting No"

Lloyd Barrentine
Local 878, Little Rock, Arkansas
ABF, road driver

"The reason I voted no was because they took away the past-practice/maintenance-of standards in Article 6, they are going to put the truckload freight on percentage [26%], and while they have taken all that money out of the COL to put in the funds, they aren't giving us any real increase in health and welfare and pensions.

"But most of all, the reason I'm voting no is that in this month's Teamster magazine, Roy Williams said that this is the contract that the members asked for. Well, that's just not true. At least not in my local. We never asked for this!"

Louis Local 600.

Many local officers refused to "sell" the deal, remaining neutral or opposing it. In Dubuque, Iowa Local 421, Dayton, Ohio Local 957, as well as some of the bigger locals. Even William Joyce, President of Chicago Local 710 and national negotiating committee member, told the road drivers that the elimination of all road driver guarantees in the Central Supplement made him "sick." Too bad he didn't do anything about it.

In other locals, officers belatedly denounced the agreement to protect their political hides. In Lansing Local 580 BA Bill Ward (principle officer Nellie McKim didn't bother to show) finally denounced the pact after repeated questioning by the members.

Where officers tried to do a PR job, the members usually weren't buying. In Toledo Local 20, President Harold Leu resorted to the usual "out of order" act to prevent an opposition motion from passing. Membership exposure of the sellout had him so upset "he was shaking," members there report. In Columbus Local 413, not only did they rule a motion "out of order" at the road meeting, but an officer charged off the stage at a member for making the motion.

In Indianapolis Local 135, Loran Robbins, who nominated Williams at Las Vegas, tried to defend the sellout at two large meetings but opposition

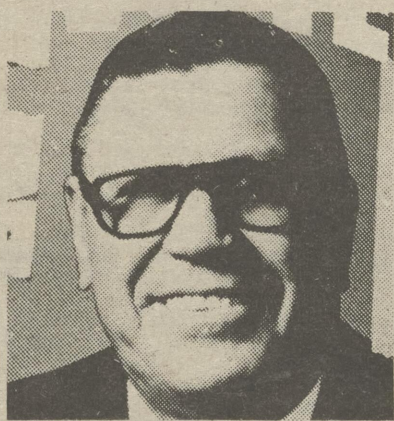
was the dominant sentiment. He refused to allow any motions. In Fort Wayne Local 414, the road drivers "tore up" Secretary-Treasurer Freeman Busche, who refused under questioning to commit himself one way or the other on the contract.

West

In Los Angeles Local 208, 600 members voted unanimously to ask for renegotiation after they heard the Executive Board recommend rejection. In Long Beach Local 692 most members "voted with their feet," walking out in disgust when the contract was read. Secretary-Treasurer Monte Ogden refused to take a stand either way, but did provide copies to the members. Opposition ran strong at other Southern California locals 467 and 224.

In Northern California, Oakland Line Drivers Local 468 sent the International a telex to convey the extremely negative reaction of the members at the meeting. Opposition was also strong in Locals 70, 85, and 315 around the Bay Area. In Washington State, contract opposition was

[continued on page 5]



"I'm Voting Yes"

Roy Williams, IBT President

"I'm voting 'yes' because this contract is a winner for me. I got a \$75,000 raise seven months ago, and with my 100% COL clause, I'll get another \$25,000 raise this year also. And all those pension plans I've got... outta sight!

"With wages and fringes like this, I can't see why our members shouldn't be willing to sacrifice in these hard times. So I just signed a honey of a contract—wage freeze, strip the COL, give up jobs, conditions, you name it. I did protect the clause that keeps the dues rolling in, though. I told TMI, change anything, but not that."

(Roy Williams hasn't actually been heard to say this, but... For the reaction of Teamsters who work under this contract, turn to page 5.)

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LETTERS

'Mickey Mouse' Agreement?

Dear TDU,

Once again the media has informed us of the settlement of the NMFA (could be changed to the MMFA — Mickey Mouse Freight Agreement). For the dues paid to the Teamsters Union, I feel very left out. All of our Teamster brothers are becoming more and more just a number to our employers and our union.

I don't wish to be International President of the Union, but the way things seem to be going we're getting less representation for more dues and our Union officers appear to be making it into a Big Business — namely a compulsory money collection agency. It may seem somewhat paranoid of me, but I get the feeling they're lining

up against us. They're being our Employer and our Union.

TDU seems to be our only working representative.

Fraternally,

R.H. Powell
Local 771
Lancaster, PA

"Union-Buster" At the NLRB

Dear TDU,

In the last few issues of the NLRB Summary I noticed that John Van DeWater has been nominated to be the new Chairman of the NLRB. From what I read about him and his appointment, nothing is good for the working man. He is supposed to be a "union-buster". Those are a dime a dozen these days.

Fraternally,

Tom McNamara
Local 371
Davenport, IA

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

Fraternally,

Harold D. Spengler
Local 600 — Retired
Troy, IL

What Was His Name?

Consideration?! Don't be so proud.
Just be glad that you're allowed
To sell your body, soul and mind,
To us high class citizens of the corporate kind.

Favors? Sure, we'll take all we can.
That's the way of life for a businessman.

What do you get in return?
We give you a chance to earn
Enough money to pay your taxes and some installments
On your debts.
And all we ask for
Is your last drop of sweat.

So stop making waves!
You have nothing to say,
Accept these facts as
The American Way.

Be like your father
He never complains.

You say he died?
That's a shame.

Damn good worker...
What was his name?

By Dominick Buscemi
Local 773
Martins Creek, PA

Spreading TDU to New England

Dear TDU,

Recently I have made several trips to the New England area, and talked to city Pickup and Delivery drivers. I have found that TDU is not too well known in New England, in the Smith barns anyway. I have given many drivers in this local TDU membership forms, as I have done elsewhere in the Smith System that I run in. The open distribution of TDU materials in these areas is a big help in letting people know who we are and what we stand for.

I have found that if you stand up for TDU openly these people respect you. Please try to make TDU more active in New England. As a road driver I can only contact a few of the Teamsters we need. We need more active people in

TDU if we are to reach our goal.

I will stay in touch. In the meantime I will be working for more members.

Fraternally,

Don Landes
Local 29
Harrisonburg, VA

Save the Date!

Oct. 80-81

TDU Rank & File
Convention
Detroit

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WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Eileen Janadia, (Local 337)
Konstantine Petros, Local 20

Mike Belzer, Local 705

Keith Gallagher, Local 229
Frank Greco, Local 478
Bob Kinnunen, Local 705
Gary Lazarowski, Local 407
Mel Packer, Local 800
Juana Retamozo, Local 912
John Torbet, Local 468

Alternates:

Jan Sunoo, Local 278
Welford Wigglesworth, Local 771

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Another Round in Long Fight **Babysitting the Phone**

A federal administrative law judge ruled on January 22, 1982 that Hall's Motor Freight unlawfully adopted work rules which coerced drivers to accept dispatches when fatigued. Unfortunately, it may be some time before it is known whether or not this decision will have any impact on industry practices.

This ruling came in a case brought by TDU members Dave Gaibis and Chuck Lowry, who were fired for "chronic and habitual absenteeism" — refusing to live by their phones waiting for unpredictable dispatch calls. Hall's also disciplines drivers who refuse to report to work after receiving a call when they have been

sitting next to the phone all day and have grown fatigued.

The judge noted that the purpose of the truck safety rules and regulations is to "hold out a promise of rest and freedom during the driver's off-duty hours while the public is assured that no vehicles will be operated by a fatigued driver."

The judge also determined that Section 392.3 of the DOT regulations "emphatically" prohibits the dispatch of "fatigued" drivers irrespective of the cause. He stated that carriers may not adopt work rules which coerce forbidden conduct. He found that Hall's practice of disciplining drivers who state that they are fatigued has that effect.

The judge stated, however, that he could not find that the "hours of service" regulations for on-duty time had been violated in this case. He said the real source of the problem is the "industry-wide practice of using unpredictable telephone dispatches" and the "role which the Federal Highway Administration has played in establishing the legitimacy of current practices."

It is much too early to know what impact — if any — this decision will have. The decision now goes to the BMCS for review and will then be submitted to the U.S. District Court for a decision, a process that is likely to take a long time. Furthermore, the impact on Lowry and Gaibis winning their jobs and back pay is clouded because of the judge's determination that the "hours of service" regulation for on-duty time had not been violated.

The TDU Washington Office is committed to fighting for the right of road drivers to have genuine off-duty time and to end the practice of babysitting the phone. This case could turn out to be an important step in that fight.

Senate Panel Allows Doubles

The Senate Commerce Committee has introduced a bill (S. 1402) which will force all states to allow doubles — with trailers of at least 28 feet each — to operate on all interstate highway systems.

Currently, 17 states ban doubles and this has barred their operation in much of the country.

The bill would also prohibit states from setting semi-trailer length maximums at less than 48 feet. And it would give states the option to allow trailers of up to 102 inches in width.

The bill has received support from the IBT despite its safety problems. It includes an amendment calling for the Secretary of Transportation to investigate the "benefits and costs" of establishing a "national intercity truckroute network" for operation of combinations with a maximum of 110 feet.

Convoy Dispatch will keep you posted on developments in this area.

Pension Safeguards Under Attack

The Senate Labor Subcommittee held hearings on January 26 on a bill which would remove a major safeguard against the misuse of pension funds from the Employee Retirement Income Security Act (ERISA).

Under the current law, pension fund trustees must obtain Department of Labor approval before making certain types of investments in which there is significant temptation to misuse fund assets for personal gain.

The Pension Simplification Act, S 1541, would do away with this prior review requirement for such transactions. Instead of forcing pension fund trustees to disclose such transactions before they are made, it would be up to workers covered by the fund or the Secretary of Labor to

discover abuses after they take place. Proving and correcting these abuses would be extremely costly.

TDU submitted a written statement which is highly critical of the act. Testimony was also presented by Secretary of Labor Ray Donovan, who came out against the bill, by the employee-oriented Pension Rights Center, which was also against the bill, and by many business groups, which favor the law.

Attorney Arthur Fox, who works closely with TDU-PROD, said that under the proposed law "the heart and soul of ERISA would be ripped from the statute and the door would be left open for the crowd of unscrupulous people who preyed upon pension funds before" the ERISA law was passed in 1974.

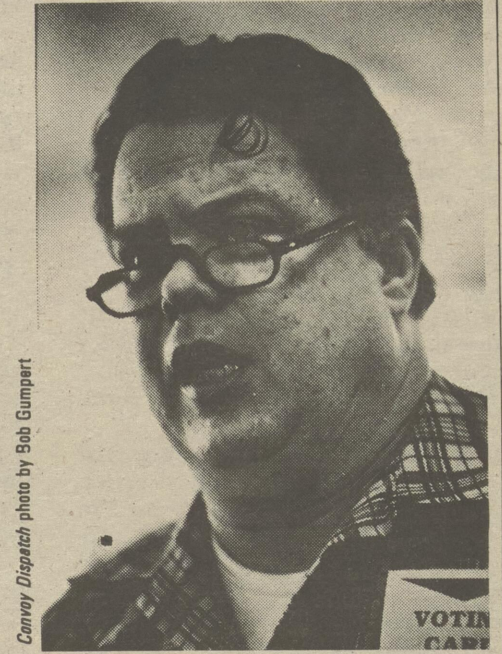
John Torbet
Rec. Sec., Local 468, Oakland, Ca.
Line Haul Driver for Delta Lines

"I'm voting no because while we are asked to give up many hard won benefits and wages, this contract will do nothing to solve the problems of the industry."

"Even while we freeze our wages, non-union companies like Overnite and Viking can still pay less. The union has not launched the effective national organizing campaign that is needed."

"We're giving up and getting nothing in return. The changes in Article 16 are mush — our union should have at least won some improvements in driver safety."

"It's time for more concerned Teamsters to get involved in changing our union before it's too late."



Convoy Dispatch photo by Bob Gumpert

Setbacks in New Freight Contract Safety Language

"Any alleged violation of the above requirements shall not be cause for refusal of the equipment, but shall be subject to the grievance procedure."

— Article 16, Section 6(j) of the proposed new NMFA

"This contract will kill us." That was the reaction of a PIE driver from Akron when he saw the proposed language for Article 16 in the freight contract.

Specifically, many road drivers are upset about the provisions in the new contract which explicitly state that drivers are not to refuse substandard equipment and only file grievances if they feel that the truck is unsafe.

On paper these provisions apply

only to those limited sections of the Contract in which they were inserted. (The sections on fuel tanks and shock absorbers.) But drivers know from experience that the companies are going to try to stretch that language and apply it to any safety violation they can.

Over the years, PROD/TDU has fought to steadily expand the drivers right to refuse unsafe equipment. Now, the IBT's much publicized safety department is content to negotiate a safety clause which may chip away at this crucial protection. With all of the safety problems affecting road drivers — the equipment, the hours, the dispatch procedures — is this the best that Mr. Durham and our vaunted "safety" department could do?

TDU introduces a new, informative booklet —

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

- qualifying for vesting
- getting top monthly benefits
- changing Teamster pension plans
- impacts of layoffs or decertification
- and much more

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____

name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210

Wake Up Sleeping Giant!

St. Louis Teamsters Fight Takeaways

by Ken Manley
McLean Trucking
Local 600, St. Louis, Mo.

We are being asked to participate in our own destruction with "relief" and contract concessions.

As union brothers, we are not supposed to be competing against each other for jobs. But that is just what "relief" is. All of us must realize that all the "relief" we can give does not create one new job. It only shifts who has the job. At the very best, the price for this false security is a downgrading of conditions and the elimination altogether of a brother member's job somewhere else.

The real issue in relief is more profits, not more jobs.

In St. Louis, however, we hope that we have begun to turn the situation around. Many members who used to be too afraid to stand up to the employers demands for "relief" and concessions are now taking a stand. We have passed motions at our local union meeting against relief — and we have unanimously voted to reject the new proposed NMFA with its takeaways and concessions. It's a turnaround that I hope will happen in Teamster locals everywhere.

The Long Fight Against Relief in St. Louis

For twenty years the companies had been attacking the St. Louis work rules which prohibited late starts, split work weeks, and combination boards.

Up until 1974 the local union

leadership in Local 600 had participated with the membership to hold our local conditions. This is the point at which I joined the union, becoming active in union affairs in 1976.

In 1976, however, the local leadership started selling the idea that if the membership would give up its work rules, St. Louis would prosper again. Referendum votes by the membership were conducted 3 times, but the changes in work rules were always rejected.

Companies Try 'Divide and Conquer'

After this didn't work the companies, with the cooperation of local union officials, began barn by barn attacks on working conditions — always saying that they would bring back jobs. In Local 600, rank and filers formed a caucus, which we called the Central Committee, to stop those barn by barn negotiations.

In the fall of 1979, our caucus tried to pass a resolution at the Local 600 meeting to stop those barn negotiations. At that time we were defeated. Several companies then won concessions by threatening to go out of business. Concessions were made — and they went out of business anyway. Companies like Dodds, Eastern, Wilson, and others.

Relief spread from company to company. In January of 1981 Yellow Freight voted to give the company major concessions (the flexible work week among others). They did this because of the threat of moving the break bulk out of St. Louis. Still, they had to force the men to vote 3 times before the concessions were granted. Next came CF, Roadway, and others.

Our caucus attempted to pass a motion which set guidelines on what rules could be negotiated and set specific limits on those rules. This motion was taken 'under legal advisement' with a promise to bring the matter of regional competition for breakbulk freight to the International level. To date it doesn't appear that the International Union has addressed this problem — and the proposed contract makes it easier for companies to get substandard deals in different locals and force fellow members to compete for the same jobs (Articles 2 and 32 of the proposed NMFA).

Finally, the companies pushed for monetary concessions. Companies found the members so afraid in wanting

job security that they were willing to kickback to save their jobs.

Local 600 Members Resist Relief

At this point — in the fall of 1981 — the mood of the members of Local 600 began to turn around. We were able to pass a motion to force our local union to enforce the contract on hourly wages. At first the local officers said that they didn't know about those companies where monetary relief was being granted. So we came back with a motion forcing our officers to investigate any claims of 'relief' that were brought to their attention at a local union meeting.

As a result of these efforts, some progress was made. Now, in Local 600, all employers must at least pay the full scale to all employees. No deductions for relief are allowed. If, once the check is cashed, the employee then goes back to the employer and gives him a cash kickback, the local union has said that it will not be involved. It isn't a total victory, but it is a start.

New Contract — Our Worst Fears

On February 6, 1982, however, our

worst fears were realized when our local officers presented the proposed new NMFA to the Local 600 membership. The members spoke out against the elimination of Article 6 (Maintenance of Standards), of the permission for road drivers to do city work, of relaxing of the number of votes needed to combine boards, and over the fact that nothing had been done to curb babysitting the phone.

The membership of Local 600 had awakened to the fact that no good can come from relief. The three hundred members present at the local cartage meeting unanimously passed a motion rejecting the contract and asking our negotiators to return to the table. Similar motions were passed at other meetings.

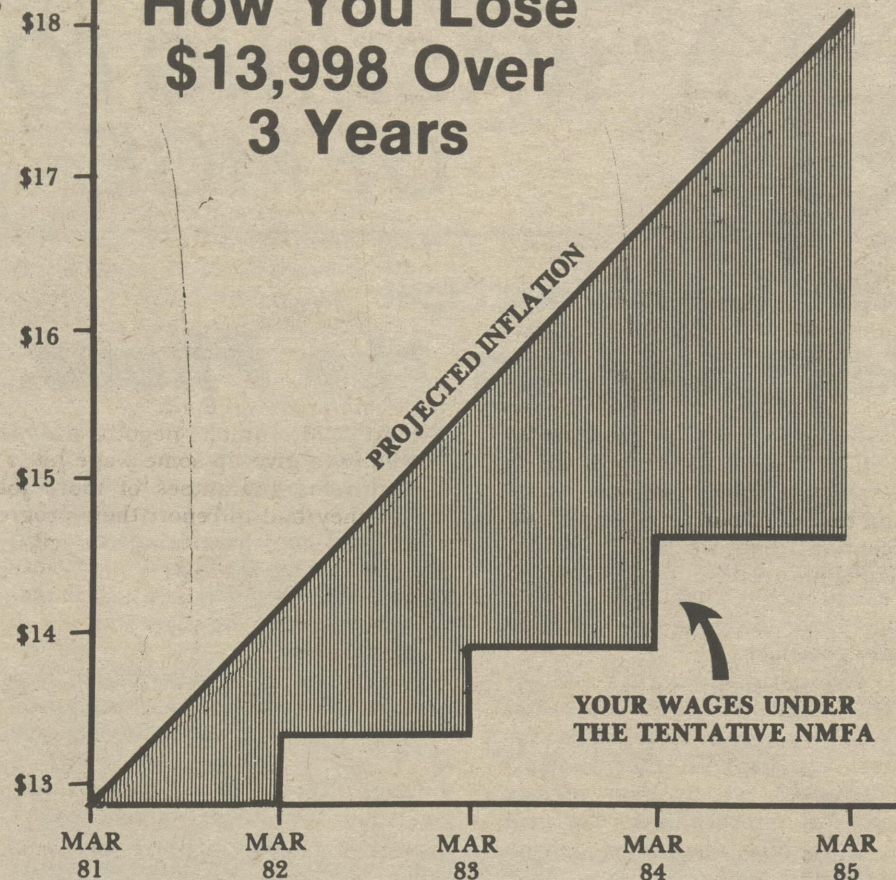
At last, the sleeping giant — the rank and file — may have awakened in St. Louis. But if this contract is passed, it may be a fatal blow to this giant.

A no vote means renegotiation. Now is the time for tough negotiations combined with an all out organizing drive on non-union companies.

We can defeat this contract.

HOURLY WAGES

How You Lose \$13,998 Over 3 Years



The top line represents inflation at a projected rate of 9% per year. The bottom line is the NMFA wage rate, with the wage freeze, annual COL, assuming a 25c/hr diversion to the benefit funds each year. The shaded area is the amount you will lose due to contract concessions in the contract — \$13,998.

Note that Roy Williams and other union negotiators will lose zero, since their salaries are indexed with a 100% COL clause paid from our dues.

Roadway Sets 12% Discount

Your money is going to finance Roadway's drive to become the unchallenged leader in the trucking industry.

That's the story behind Roadway's announcement in January that it is instituting a sweeping 12% discount on profitable small freight shipments, effective February 1.

The wage freeze, the cuts in COLA and other takeaways are providing big companies like Roadway and CF with the money they need to increase their dominance in the trucking industry. They already have been building new facilities, and now the price cuts will enable them to steal business from smaller companies which can't afford to compete.

This move by the nation's major carriers explodes the notion that NMFA concessions will save jobs. Expansion by the majors will drive many smaller and medium-sized companies out of business, destroying thousands of jobs in the process.

Roadway has been blunt about its intention to use discounts to establish its top position in the industry. At one terminal meeting where management announced its plans to employees, one manager said the discount program was a "search and destroy mission" — search out the competition, undercut their prices and destroy them.



What the NMFA Means

"The Fight of Unionism vs. Fear"

By Ken Paff
TDU National Organizer

Roy Williams says the NMFA is a "very good contract" but nobody believes him. Yet many Teamsters may go along with him, out of fear.

The employers have naturally encouraged and spread this atmosphere of fear, an anti-union tactic used for years.

Our IBT officers have been even better at fear tactics. Roy Williams' letter that went out to 300,000 Teamsters in February says that if we don't accept this giant takeaway we will soon be out of our jobs. And if we do accept it...then we will be "loading and rolling again".

Unfortunately it's not true. This contract won't save a single job, and it won't prevent some of the small and medium-sized carriers from going out of business in this recession. Even before the ink dried, Roadway announced a 12% national price cut, and analysts expect CF, Ryder, PIE, etc to follow. Your wage cuts will finance the expansion of the larger carriers at the

expense of some smaller ones.

Yet nothing in this contract protects any jobs, or gives displaced employees first preference at other carriers.

Auto Workers

Concessions are not confined to our union. Employers are going after workers in every industry. But is the answer to lie down? Look at the United Auto Workers at General Motors and Ford, for example, and what happened in January and February.

At GM, union negotiators were willing to give up some wage hikes in return for guarantees of more jobs. But they had to report their progress to an elected bargaining council, and then to a majority vote of the members. They couldn't get enough from GM in terms of jobs, so talks broke off. No concessions.

At Ford a tentative contract was signed February 12 and awaits membership vote. It provides for monetary concessions but nothing like ours. They will retain a far-better COL clause than ours. Even more, they won specific improvements. For example, a

laid off Ford worker gets increased Supplemental Unemployment Benefits, gets health and welfare paid by the employer for one year, and now two years with 10 years seniority. Fifteen years seniority provides a measure of a guaranteed job. And management has to take cuts also.

Many Ford workers are opposed to any concessions, despite the tradeoffs.

It is obvious the NMFA, which locks us in a wage freeze for three years with no wage reopener unless the employers (1) choose to agree, with a double-cut in the COL, with jobs and conditions lost, with maintenance of standards gutted, is in a class of deals all by itself.

What it Means

They may be able to force this contract on the members, out of fear. Fear, the enemy of unionism.

But what will happen next? Will 80,000 UPS workers be willing to accept this? Will car haulers be willing to eat it? Will tankhaulers, and ...on and on. We think not.

Williams and company have com-

mitted themselves to try to force a rotten contract not just on freight Teamsters, but on hundreds of thousands of other Teamsters. Already in February, International VP Bobby Holmes of Detroit negotiated a 2 year wage freeze for Kroger drivers and warehousemen including "it is the intention of the parties that the terms and conditions of this agreement will be offered to other companies in the food industry in Detroit." Kroger gave nothing in return.

The fight is on. The fight to save our union. The fight of unionism versus fear tactics.

The freight contract will hurt us. But our union was formed when people were hurting, and needed a union badly. That time is back again.

To those who believe in unionism, we say it's time to look at what's happening to our union, and to the future of our union. Join us in TDU, those Teamsters who are fighting for unionism. There will be more of us, and this contract and those who signed it will be our best recruiters.

Freight Report

[continued from page 1]

widespread. Spokane Local 690's meeting was solidly opposed.

East and South

In New Jersey Local 478, the leadership and 400 members present firmly opposed the cuts in the traditionally strong New York-New Jersey supplement. Start times, work week, and other conditions have been lost, along with national takeaways.

In Scranton Local 229 Secretary-Treasurer Ed Harrington, a member of the negotiating committee, faced 400 angry and vocal members and felt especially lonely when some Executive Board members left the podium and even his freight BA had to denounce his sellout. TDUer Keith Gallagher moved to send the contract back for renegotiation and it passed unanimously.

The Eight Cities (Central Penna.) supplement is one of the worst, with city peddle drivers now forced to work 45 hours at straight time. The new-hires clause provides for substandard pay for three years (70-80-90%)! In Wilkes-Barre Local 401 the officers wouldn't back the contract. In Allentown Local 773 membership opposition was solid, and the officers admitted they didn't know how the articles would work in practice. There was strong opposition among the 200 members at the Norristown Local 384 meeting as well.

Baltimore Local 557 took the path of not holding a meeting on the contract until pressure from the new TDU chapter there caused one to be called for February 20. In Western Penna., officers of Local 261 and 30 said they could not push the contract, and in Steelhaulers Local 800, opposition was 100% among both members and officers (see additional steelhaul coverage, p. 11).

In the Southern Conference, road drivers did not lose their guarantees,

but that did not quiet discontent. Reports from many locals show great concern over what will be done with the new percentage pay truckload rider.

Roadway drivers from Nashville Local 480 voiced concern that new hires working at 70% will be on the road all week while seniority drivers wait at home for loads. In Tri-Cities Tennessee Local 549 city men were opposed because they know that jobs will be lost.

Many reports from Southern locals include fear about what will happen to established practices and to new agreements when they are sent to the JAC to be settled.

Reports from Little Rock Local 878 indicate similar concerns.

San Antonio Teamsters did not learn much about the proposal at their hastily called meetings. But the job was done by the San Antonio TDU chapter with a "Vote No" flyer and with copies of the agreement supplied to many job stewards.

Management's Happy

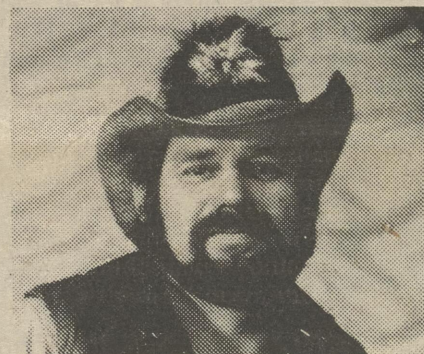
The contract situation may be told best by the comments of two management people. A terminal manager in Detroit said the contract exceeded management's wildest expectations, and said Teamster members would be nuts to take it.

A Roadway labor relations man in the South took a longer view. He said he thought the contract would pass the members, but he was "worried about the next one." After 37 months of management aggression and membership hardship, he no doubt will be right.

Whatever the outcome of ratification, TDU is committed to rebuilding a strong union. It's a long time, but then 20, 30, or 40 years is a long time to work. And it's even longer without a union we can count on, and a contract that gives us a measure of security.

Our union is at a turning point — and it's up to the members to make the right turn.

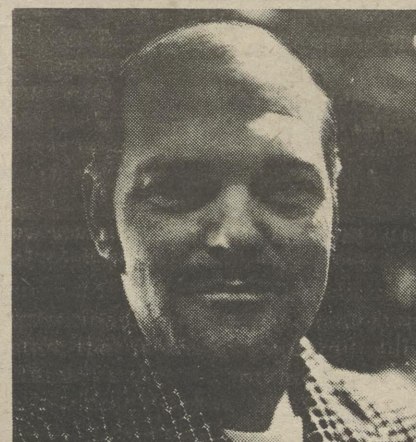
Why We're Voting No



Billy Carter
Local 549, Kingsport, Tenn.
Dock, Mason-Dixon Lines

"In my opinion, this contract is the worst one ever for the city people that has ever been written due to the fact that the road drivers are going to be allowed to do our work."

"I'm voting no because, as I understand it, they can get rid of your past practice and conditions if you don't write them up in 180 days. Our local president will do what he can, but that doesn't mean we will get anything — it's up to the committee. And the way the committee rules you never know what you'll get."



Convey Dispatch Photo by Bob Gumpert

Roger Beach
Local 135, Indianapolis
City driver, Roadway Express

"It's a giveaway contract. There's no raise. The third year maybe they'll give us a quarter raise to sweeten it up. What did we get in return? Nothing as I can see."

"One of the worst things is where they let the road into the city to do the city work. I figure my seniority will be abused. And the maintenance of standards is the worst thing they did, taking that out of there. It means the contract is not really the contract."

"The whole damn package is no good. All I can say is Williams must have made a deal with Reagan because we're the first union up for negotiations."

STILL NO CONTRACT IN CHICAGO

As we go to press, Local 705, 710, and The Chicago Independent Truck Drivers Union still have not signed contracts for Chicago cartage and freight workers.

Apparently they are still watching what happens with the NMFA. Chicago city and dock workers are covered by a legally separate agreement which expires April 1.

TDU Campaign Changes

Elections are an important avenue we have to change our union. But often we vote for change and wind up with new faces and the same old policies.

TDU chapters have for the past three years been tackling this problem in various ways and having some success.

What follows is the story of one election—in Cleveland Local 407, held in December, 1981. That election saw the incumbent President Jim Kinney and some of his supporters lose to challenger Sam Theodus, who headed an opposition slate which included some members of the former Executive Board. The loser was backed by IBT Vice President Jackie Presser, although that backing was not highly advertised because of widespread distrust of Presser.

Three TDU candidates also ran, on a third slate which was separate from but supportive of the Theodus slate. The three TDU candidates—Mike Friedman for Secretary-Treasurer, and Dave Anderson and Gary Lazarowski for Trustees—all lost but made surprisingly strong showings for first-time candidates. Friedman drew 1542 votes, or 43% of the total, and in fact outpolled the incumbent President Kinney.

We interviewed these candidates in order to share some of the lessons they learned. We deliberately did not focus on a local where TDU candidates won, to show how important an election can be even when you don't win office. Because winning to TDU is not when you change the faces, it's when you change the union.

We invite readers' comments on the issues raised here.

Convoy-Dispatch: We want to give you a chance to talk about your election experience, because it might be helpful to others considering getting involved in an election campaign. What do you think you accomplished?

Mike: I think the election was a real milestone for the TDU chapter here in Cleveland. By running in this election, we were able to show there is a great deal of acceptance of TDU and a lot of our ideas, and we are now more a part of the politics of this local. And with this new freight agreement being such a sell-out, people tell me almost every day that we are right and that what we said in the election makes more sense every day.

Forming Coalitions

Convoy-Dispatch: You ran three candidates, and there were many other opposition candidates as well. As a matter of fact the field was crowded. How did you relate to other candidates and slates?

Dave: I think that if you have a strong enough TDU in your area, and you've got enough members to run as a slate, I would say go the whole slate with TDU. But make sure you have enough people that qualify to do this.

Mike: Every local has different election traditions, and therefore some of these ideas may need to be modified.



Mike Friedman

In our local slates are very typical and if you run either on your own or not as a complete slate, you have an uphill battle.

The other thing is that there's a lot of "traditional union election politics" that people have learned and I think it's taught them a lot of bad habits. One of the things that TDU is about is not only taking stands on issues but a different way of looking at the local, seeing it as a membership organization rather than an officers' organization. Decent folks who had some agreement with us on the issues still had a lot of "old-style" habits and methods about how elections are put together and that caused some friction.

I think the point is don't wait for other people to put something together and do nothing. Put yourself out there, figure out where you want to go, have a clear direction for the TDU campaign, what issues you want to push and stress, and always keep looking for coalitions. But don't let the effort to build a coalition get in the way of your own campaign.

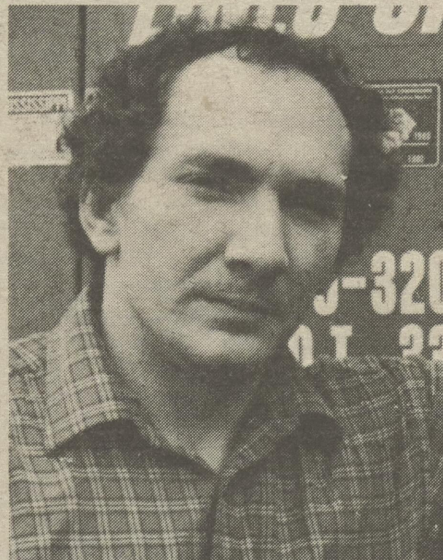
Gary: I think it's a good idea to build coalitions. If people are up front, sit down at the meetings and make a commitment, they'll put that commitment in some of their literature, then fine, go ahead with some sort of coalition. But if there's holding back, not making a firm commitment, not willing to build a coalition in an open atmosphere, then I think that TDU should develop its own strategies, stick to it and go down that path.

Convoy-Dispatch: What issues did you campaign on?

Gary: The ineffectiveness of the old leadership in controlling and directing the local. Our whole local was at the bottom when it came to workers' rights, the grievance procedure, etc. The president had no control over the business agents at all, he just let them run loose and so we developed our strategy on what they'd done wrong.

Dave: The other issue that we talked up was voting for union stewards. A lot of rank and file people liked that.

Mike: The issue we have built our reputation on is the contract. Stopping



Gary Lazarowski

contract concessions, enforcement of the contract and the contract itself. Most of our local is freight and UPS, and we were the only candidates willing to deal with these issues and the International.

Also, we came out for a democratic and efficient local. Elected stewards, cheaper union cars, ending extra local pensions for officers, we pushed that, but some other candidates did also.

We also pushed organizing the unorganized, a rank and file organizing committee. Also we put in our literature we would take a 10% salary cut for an organizing and defense fund. A positive program.

Campaigning on the Issues

Convoy-Dispatch: Do you feel like you

Mike: "The election was a real milestone for the TDU Chapter here in Cleveland. We're now more a part of the politics of this local."

succeeded in raising these issues, that when you were out campaigning from barn to barn it helped to focus people's attention on these issues?

Gary: I think for a long time, at least the last ten years, a lot of our members have been ostracized from any kind of union democracy at all. And the local has been run in the interest of a couple of people. As a result, there's an awful lot of members who feel that it's just completely impossible to change the machine around.

We came out, we talked the issues. We explained how you can begin to develop a strategy to overcome those kinds of things and I think that a lot of that information got a lot of people to think about unionism. Most of the other people were just old style "shake my hand, I know who you are." We were out there talking about TDU, about how it works, how the grievance procedure works, what's wrong with the pension plan, and people got to meet us.

Mike: I think the way we campaigned on the big issues, we forced other candidates to have to come out some, too. Also, we started early, because we



Dave Anderson

had a tough road to go not being the traditional opposition group. We put our slate together in April for a December election, and later we started hitting the issues and that helped set the tone.

Speak Out

Convoy-Dispatch: You've been putting out *Speak Out*, your chapter newspaper, for 4½ years now. Didn't that lay the groundwork for the campaign?

Mike: The paper is well known, and is widely read in the local and has a high degree of credibility. People respect it because it deals with a lot of serious issues that don't often get talked about. It made a lot of what we were saying much more believable.

Another thing is that a lot of people saw the paper but didn't know who was really behind it, they didn't know that much about TDU. And all of a sudden we were going around early in the mornings and late in the evenings shaking a lot of hands and talking issues and we had a lot of long discussions about what people thought. For instance, we didn't realize how big a problem, how big a gripe late health and welfare payments or poor health and welfare administration was until we started campaigning. And we found that that was just on everybody's minds.

Campaign Tactics and Rights

Convoy-Dispatch: Let's get into the mechanics of the campaign a little. Describe the barn-to-barn campaigning.

Gary: We tried to get all the big major barns and we made an effort to get around to the smaller places that did not know who we were. The other problem was that we didn't get a list of all the different shops that were under contract until pretty late in the game (because it didn't come out until after

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Gary: I tant thin people, coordina gers. Th people,

Local Union's Politics

the nominations meeting. A local union is unfortunately not obligated to give a candidate a list of the shops.)

Dave: Gary and I took some of our vacation time and then the three of us went out and went to some of the places we hadn't gone to earlier. Plus we went back to a lot of the places where we wanted them to know we were concerned. We found that early

convince them to campaign for us in their barns, and take care of these things that are time consuming like mailings to our members and setting up times when we can come to their barns, when they're there and they can take you around and introduce you to people. It's important to get a network of people in the barns working with you.

Gary: "It's important to have one or two people, who are not candidates, that coordinate things as campaign managers."

in the morning or late at night were the best times.

Gary: One of the other things that some strategy must be developed on is getting to the road drivers. You have to be able to go into each barn and sit there for 24 hours or go at different times in order to see these people. And they are probably a large portion of the voting group, too. It takes a lot of time.

Mike: We also did mailings because we knew we couldn't reach everybody. We did a mailing to every member of the local. And we also did a special mailing to every member who works at United Parcel Service. Through TDU we knew we have a right to do a special mailing to a separate part of the local — in this case UPS.

United Parcel has 1100 people out of a 6000 member local. UPSers have not been very involved in the union — so we were campaigning to get them more active in the union and on the upcoming contract.

Convoy-Dispatch: What kind of response did you get from the UPS people?

Mike: We've done distributions at UPS for quite a while and are known there. We also talked a great deal in the literature about the UPS contract campaign, and I think it gave us a very good response. We also made a point at the end of the campaign of going to all the UPS hubs at all the shifts. People were glad we were dealing with issues and not just pushing ourselves. We've gotten a very good response to the UPS contract brochure.

Convoy-Dispatch: Was there anything else any of you wanted to add about the actual mechanics of the campaign that other TDU chapters should be aware of?

Dave: The more people you can get involved the better off you are. We found this stuff out. We were running that way, too, a road man, a city man, and a dock man, which was three different views. Now if we could have had candidates, one from Kroger's, one from UPS, one from steelhaul, now you've really got something working for you. You got people to talk in these areas for you.

Gary: I think one of the real important things is that you have one or two people, who are not candidates, that coordinate things as campaign managers. Their duties are to call up TDU people, to get them literature, try to

Mike: In terms of the mechanics, different locals have different traditions and in our local it is a tradition to do a lot of dock-walking, a lot of candidates do. There is also a tradition of putting things on telephone poles, but we chose not to do that because it was too expensive. We saved a lot of money on our mailings because we had a TDU bulk-rate mailing permit, which is something none of the other candidates had, and we also had a very good sense of the timing of when we had to put out mailings.

The other thing we did which hadn't been done in Local 407 elections before was to take out newspaper and radio ads. The newspaper ads can be expensive but the radio ads are often not as expensive as you think. We wrote a real good one minute ad and ran it in the week before the ballots went out, and I think it gave us a much better spread. It's another little technique people should check into in their local area.

Election Outcome

Convoy-Dispatch: How do you feel about the outcome of the election overall?

Dave: Out of all of us I think Mike had the best chance at winning. I was a little disappointed at first, but we did well, and I've had people come up and say, "Gee whiz, you did better than people who ran before," and "Hey,

Dave: "We look better than ever. The guys in the coffee shop might not be ready to jump on the bandwagon, but they don't turn us off any more. They stop to listen."

you did all right." This helps us. And I think it makes them realize downtown that TDU is a force to be reckoned with.

Gary: In my estimation, TDU still has to be that group of people who look very closely at the kind of things that are going on in the local and in the International. We developed a dialogue with the people who won control of the local union, and they are following through on some good stuff. And they will need rank and file help. But we still want to maintain our independence.

Mike: The only disappointment that I think we had was the fact that you run to win and we didn't win. And you know there's a lot of things we could

do in this local as officers. On every other scale you'd have to declare this campaign a success. Did our showing increase TDU's credibility, help people take us more seriously, and increase our chance to recruit members? I have to think that it's a resounding yes.

Convoy-Dispatch:

Now that the opposition slate won a majority, how will you be relating to them?

Mike:

There seems to be a genuine commitment on a few key things. One is organizing. The local is moving already to organize Brown Transportation and members have gotten involved in it. A bylaws change for elected stewards has been submitted, and of course we support it, but it has broad support from the officers. We are also helping to develop positive educational programs and a stewards council, and so on. This election makes possible some real membership involvement, which has been impossible in the past. Our TDU people are committed to working toward it, and already we're doing that.

Smut and Red Baiting

Convoy-Dispatch: You guys ran into a lot of attacks and smut and red-baiting. Why don't you describe that a little bit and talk about how you were able to deal with it?

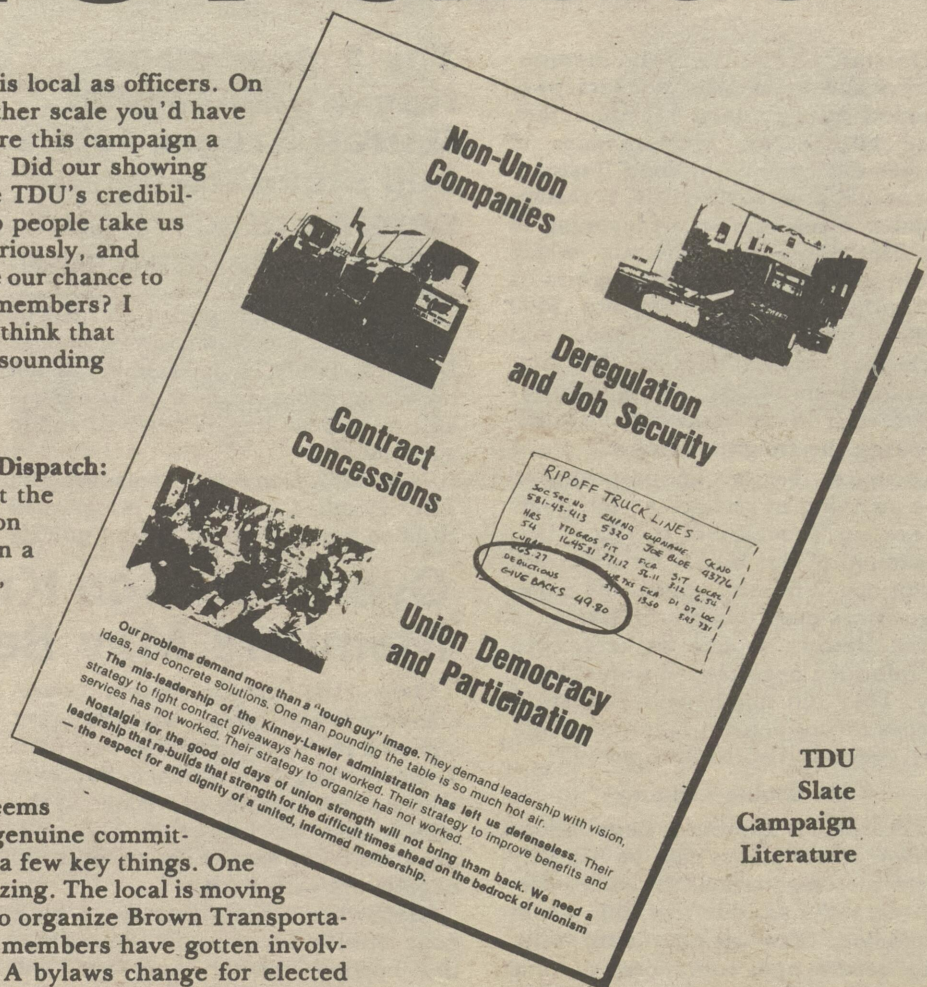
Gary: We decided that we would not respond to that kind of stuff. Going back and forth probably gets the

membership into a position where they don't want to hear anything.

Mike: That's right. We put out one flyer called "What are they afraid of?" pointing out that the Presser-backed incumbents were afraid to deal with issues so they resorted to name-calling against all the opposition, us included.

We got hit with a lot less of that here, because Presser and his people have been doing it for so many years there was nothing they could say that people hadn't heard before. Their unsigned smear literature backfired, and lost them support. They even pulled back toward the end of the campaign.

Dave: It all depends on the situation. Our response was that people were



upset about the mud slinging and the smut. You might get into areas where they might accept some of it and then people start asking, "Hey, is this true?" You're going to have to follow up with something. But to start with, I would say to leave it alone. Find out what feedback you get from the street.

The Future For TDU

Convoy-Dispatch: What's the future hold now for TDU in Cleveland? What comes next?

Dave: I think we look better now than we ever did. I'm getting feedback especially in the newer areas where we hadn't been able to get around. I was just talking to guys in the coffee shop, some of the drivers. They may not be ready to jump on the bandwagon right away, but they don't turn us off any more. They stop to listen.

Mike: The freight contract is such a sellout, and it's what we've been saying. People come up to me and say "you guys are the best thing that's happened to this local." At the freight contract meeting people were all with us. The officers took a neutral stance on the freight contract. We are working with the members on it, and we're going to be doing the same with UPS people.

We have to be better organized as a TDU chapter to be able to do more and to have some positive influence on the local. Our ideas will be taken seriously, and some may actually be adopted as part of union policy. And if those are successful that will be another boost for TDU.

Gary: We have an awful lot of work to do. I think that we'll be able to bring a good, positive outlook toward TDU among people in our local and hopefully we'll get people to sign some cards and join TDU.

Kroger the first target

Holmes Backs Detroit Grocery Wage Freeze

Detroit Kroger warehousemen, drivers and meat plant workers were stunned on February 11 when they were handed a "Memorandum of Agreement" signed by their Business Agent and several stewards. It recommended a yes vote on a reopening of the Detroit Kroger contract which would freeze wages and mileage rates until March 1, 1984. Despite \$100 million plus profits in 1980, and improving profitability in the first three quarters of 1981, Kroger is trying to cash in on "concession-fever" following the freight contract.

Of course they are not proposing to give anything in return—no job guarantees, no "equality of sacrifice," no inspection of the books, no improved conditions. It doesn't appear the union negotiators even thought of asking.

The Detroit Kroger workers were not informed negotiations were underway. They did not have a chance to discuss the agreement before the vote at Krogers on February 16 and 17.

The double whammy

If this deal is approved, negotiations in two other areas will be directly undercut. Negotiations for other Detroit area chains, due this fall, would be chilled. The memorandum said, "the terms and conditions of this agreement will be offered to other companies..." Also affected would be the other Kroger divisions. You can be sure management will use this freeze to whipsaw any division looking for contract improvements.

Both of these groups are represented by Bobby Holmes, President of Detroit Local 337 who also heads

The 2-year wage freeze proposed at Detroit Kroger sets a bad standard for upcoming grocery and warehouse contracts.

national Kroger negotiations and is Chairman of the National Warehouse Division. While Holmes' name is not on the memorandum, it is inconceivable he was not deeply involved and in agreement.

Local 337 Secretary Treasurer and TDU member Jerry Bliss telegraphed Holmes to try to prevent the "quickie

vote." "It is wrong to conduct this vote on company premises without even giving the members the opportunity to meet and question and discuss this proposal," Bliss said in the telegram. "A meeting of all affected workers in the grocery industry should be called to discuss...this proposed agreement."

The reopener also featured a sight common to many Teamsters in these hard times—blackmail. Kroger is profitable overall and has made millions in the Detroit market. The threat to close divisions has happened in good times and bad in many divisions. Granting concessions has not been any protection in the past—as shown in

Grand Rapids where the division was closed despite giving in on mileage.

When Kroger's Chairman said on February 8 that it was "studying whether to continue to operate its 90 stores in Michigan," three days later Kroger and Local 337 officials were recommending the wage freeze.

Whatever the outcome of the Detroit Kroger vote, it underlines the importance of the efforts already taken on the Kroger master contract. Members from other Kroger divisions—and other grocery chains—will have to press their officials to prevent a similar deal from coming their way. Holmes will need to feel that pressure to keep this freeze from turning into a pattern.

Over 1100 Sign Kroger Contract Petition for Job Security Members May Be Forced to Sue to Win Right to Vote

Over 1100 Kroger drivers, warehousemen and plant workers have signed a petition demanding that their Teamster negotiators make improvements in job security provisions in the master contract language. The petitions are being sent to the union's top negotiators with Kroger.

Meanwhile, these negotiators have done nothing to contradict reports that the current master language will simply be extended for three more years — without even conducting a membership vote!

In a letter to International VP Bobby Holmes, chief Teamster negotiator with Kroger, Columbus steward and TDU member Vern Bell requested information on these reports. Holmes still has not replied.

"If we're denied the right to vote on the master, I'm going to check with other Kroger stewards about suing to get the right to vote we're guaranteed under the Teamster Constitution," Vern said. "Just because somebody voted to accept the master contract three years ago doesn't mean they would go for the same thing now. Not with the changes we're seeing at Krogers."

Just this month Kroger shifted its Cincinnati KMP manufacturing operations to a non-union outfit in Lexington, Kentucky called Youngs. Cincinnati's dairy is also reported to be near shutdown, and store closings are threatened in Dayton. Threats to shut down the 90 stores in Michigan are

discussed on an adjoining article. Hundreds of union jobs have already been lost as new facilities are not being organized.

These developments make gaining job security a very high priority for the union. But so far all signs are that the best opportunity to win job protection—in the negotiation of the master contract—is being squandered, as Holmes is pursuing a "no improvement" course.

The members who initiated the petition, supported by those who signed it, are determined that the changes they have put forward need to be made in the contract. Their efforts could make the difference between saving hundreds of union jobs, or watching them go down the drain.

Productivity in Grocery:

"Men work at a frantic pace to keep up..."

"This MSD production plan is killing us. They've turned a tough job into an impossible one, and it's going to get a lot worse."

Mike Berg, a Food Marketing warehouse worker from Ft. Wayne, has no use for his company's productivity plan. And he's not alone. His reaction is echoed by grocery warehouse workers around the country working under similar plans. These schemes are on the rise as grocery companies press for higher profits through lower labor costs.

Whether they're called MSD in Ft. Wayne or MTM in Richmond, Ca. Safeway, these schemes all aim to turn warehouse workers into robots who will set the company's black ink flowing free. In many areas, the productivity foot is already in the door. And once in, it knows no limit.

New-fashioned Speedup

Food Marketing, a division of the giant grocery wholesaler Super Valu, initiated their Master Standard Data (MSD) plan a year ago. Resistance to the plan was immediate from the members and the stewards. A grievance was filed, and the case went to arbitration. But Local 414 was hardly prepared for productivity, possibly thinking it was just another company whim that would evaporate in six

months.

It wasn't.

"Our union wasn't educated on productivity," George Wiegmann, head steward at Food Marketing, said. "They wouldn't even let 30 of us testify at the arbitration." The members responded with a picket line at the union hall.

The arbitrator determined that while industrial engineers would have to calculate delay allowances more adequately, the company would have the right to phase in the plan. Food Marketing proceeded to use three employees from Super Valu, its parent company, and one former Super Valu employee, to determine the delay times.

With the standards established, this discipline-based plan began with an 80% of standard rating needed to escape discipline. Failure to achieve 80% would be followed by verbal warnings, written warnings, time off and eventual dismissal.

"Men have to work at a frantic pace to try to keep up... Weight hauled does not seem to have any bearing on the time allowed... I sense a fear complex among some of the pickers with families..."

These were the findings of Charles A. Haugk, an industrial engineer hired by the local on the impact of the MSD



Mike Berg, Rex Enos and George Wiegmann know something about productivity. They are faced with it every day at Super Valu's Food Marketing warehouse in Ft. Wayne.

at Food Marketing.

First 80%, then 90%. Could 100% be far away? Starting this month, Food Marketing has implemented 100% as the standard that order pickers must meet. With progressive discipline, it is possible that five weeks from now someone at Food Marketing could lose their job for "low productivity."

Productivity's impact has been terrible. Haugk understated the case when he said, "I find employees at this operation do not have the highest morale by comparison." Wives have

written to the company, desperately urging management to change this system that is destroying family life.

But no change is in sight, other than the beginning of the 100% standard. And the new security guards who, in what might not be coincidence, were hired shortly before the 100% standard went into effect.

In next month's issue we'll look at the productivity plan just underway at Seaway's Foodtown warehouse in Toledo and suggest ways to stop these plans.

282's Cody Indicted for Taking Payoffs

John Cody, President of New York City's construction Local 282, was indicted on January 13 for taking payoffs from employers and receiving kickbacks in exchange for the purchase of real estate by the local's Welfare and Pension Fund.

Cody is accused of taking a \$100,000 kickback in 1975 from a Long Island real estate broker, reportedly in connection with the purchase by the Welfare and Pension Fund of a vacant lot next to a country club in the luxurious suburb of Southampton. Cody is also charged with taking a kickback in connection with the Fund's purchase of the club itself in 1970.

Cody is further charged with attempting to extort \$3,000 from Thomas Gallagher, an employer of Local 282 members, and of actually receiving payoffs from other Local 282 employers. These include "gifts" such as free construction materials and labor on Cody's Southampton home (from H.T. Schneider, Inc.), a free apartment (from Sigmund Somer Construction Co. Inc.), and free chauffeur service (from Transit Mix Corp., Carlin and Atlas Construction Company, and Parsons and Whitmore). On top of all of this he is charged with evasion of

\$34,000 in federal income taxes.

Larry Kudla, a member of Local 282 and of PROD/TDU who, along with other members of Local 282 are suing Cody & Co. for abuses of the Local's Welfare and Pension Fund said: "We are suing the Trustees so that they have to put the money back in the Pension Fund so we can help the members of 282 have some security when they retire."

Ted Katsaros, another long time member of PROD/TDU in Local 282, and member of a slate of rank and file candidates who unsuccessfully attempted to oust Cody in last fall's election said: "During the campaign we did everything we possible could to convince the members of how they were getting ripped off. We didn't succeed. All I can say is that I hope the members will now get up and do something or else we won't have a union left. We can't leave it to the government to do the job. We have to do it ourselves — as an organized rank and file TDU movement."

Katsaros and Kudla are two of many rank and file Teamsters in 282 who have been trying to rid the local of corruption, corruption which the indictment said has existed as a "pattern of racketeering" since 1968.



Ted Katsaros, Local 282, New York, N.Y.



Larry Kudla, Local 282, New York, N.Y.

Convention is for Wives, Too

by Barbara Petroff
Local 614
Pontiac, Michigan

As the wife of a Teamster truck driver, I reluctantly accompanied my husband to the 1981 TDU Convention. I grudgingly gave up my weekend for what I thought was going to be a lot of boring discussions about trucking.

To my surprise, it was quite enjoyable. The atmosphere was charged with electricity and expectation. We were enthusiastically greeted and after registration, we signed up for the workshops being offered.

In order for us to cover more ground, my husband and I went our separate ways. I had chosen the pension workshop as my first choice. I found that this workshop is a must for all wives. Not only did I learn that the pension was not automatically guaranteed, but could easily be lost entirely because of a lack of credit months. I feel that it is important for the wives to check with their respective pension administrators in regard to the status of "their" pension. (This can sometimes take up to six or eight months.)

Another workshop I attended and found enlightening was the "Workshop For Wives Only". This workshop was attended by about 20 women and got off to a slow start. We were asked

if there was anything we wanted to discuss and, had we learned anything at the convention? After about a half hour of discussing our husbands' work and how we each had to be the eyes and ears for them, one woman broke in angrily. She felt that the workshop should not discuss the husbands' problems but discuss the wives' problems and frustrations of raising a family and taking care of the house almost singlehandedly. This was an aspect many of us had never thought to discuss, but after some lively bantering, we all decided it was a most important and timely topic.

We were also reminded that the women play an important role in a trucker's life, therefore, more emphasis should be placed on meeting the needs of the wives.

We made a proposal for the 1982 TDU Convention that there be a welcoming and get acquainted "tea" for the women in order to get more women involved in the convention. The workshops were very educational and the women should be encouraged to attend them instead of shopping or staying in their rooms.

All in all, I feel that much was accomplished in a short time and the convention is well worth the wives' attendance. I, for one, will be back for the 1982 Convention.

TDU: Pioneers of Today

by Les Caulford

The reason this nation survived in its infancy was because the early settlers recognized the need to work and help one another.

The reason the unions survived their infancy was because the people worked and helped one another, sticking to their ideals. Added pressure on the government helped bring passage of laws recognizing the rights of workers to organize. Lives were lost defending that right against the opposition of company goons.

Apparently, today's Teamster officials have forgotten the early ideals of unionists. They have abused the power of their office. It is disgraceful that Teamster officials refuse to recognize the rights of their members.

It is refreshing to see an organization such as TDU. There have been many reform groups in the past, most short-lived. TDU has surpassed all expectations for longevity, much to the dismay of the Teamster hierarchy.

Each year TDU has gained some political clout within the Teamster organization. It has not come easily. Union officials have labelled TDU activists commies, socialists, etc., using exactly the same tactics employers used to discourage employees from joining the Labor Movement of the 1930's, when industrial unionism began. It didn't work then, it won't work now.

Many people today still believe that by joining TDU, they forfeit membership in the Teamsters Union. This is absolutely untrue. TDU is no more or less than Teamster members actively and diligently working within the system, striving for the rights of all Teamsters and their families. They are actively informing the mass of Team-

sters of their rights, and helping to protect and preserve those rights. TDU, by informing uninformed Teamster workers, is actively trying to rid the union of all crooked and inept officials.

Unionists have been blamed lately for all our country's economic woes. We are portrayed as selfish and greedy in the media. But in fact, it has been the unionist that has upgraded the class of all working people. It is the unionist that recognized early the need for pension and health and safety protection in the workplace, that Congress made into law. These laws are for protecting all workers, not just unionists — but all workers.

It is not enough to pay our initiation and dues fees. We must become politically active in the affairs of our union. Gains are only made by being active. TDU recognizes that.

TDU activists are much like the early settlers of our country, like early unionists, who strived for democratic freedom, a decent standard of life and dignity, by helping and sharing, informing other Teamsters and unionists.

Someday, hopefully, TDU will not have to exist. But until all the inept and corrupt Teamster officials are gone, we will have a TDU, striving for the dignity and democratic freedom of all Teamsters. It could take a few years or 100. It all depends on the number of members to become active. It's your decision, Teamster brothers and sisters, how much longer we let the eroding conditions go on.

[Les Caulford lost his job at the Allied Supermarket dairy when it was closed in 1979. He was a TDU activist in Detroit Local 337.]

TDU CARTOON CONTEST!

"A picture's worth a thousand words" and cartoons can make you laugh, too.

There are many ways to get your ideas across and cartoons are a fun way to do that. Of all the articles, charts, and pictures in **Convoy Dispatch**, cartoons are more likely to get posted on bulletin boards than anything else in the paper.

Help magnify our impact! Enter the **TDU Cartoon Contest**. Send us as many cartoons as you like between now and the next TDU Convention in the fall on topics near and dear to your hearts as rank and file Teamsters. We hope you will spread your entries out over the months so we can run some in **Convoy Dispatch** between now and then and share them with rank and file newsletters.

At the convention we will have unbiased rank and file judges select the top 10 cartoons of the year, which will then be displayed at the convention. You needn't be an experienced cartoonist to enter. We encourage you to express your concern and anger through cartoons.

-Convoy Dispatch Staff

rank & file

BULLETIN BOARD

Watsonville TDU Wins Free Day Care at Union Meetings

In Watsonville, California they have free childcare provided for members who attend the Local 912 meetings. How did this come about?

Many of the 5,000 members are women, and many of them have small children which can make it difficult to attend union meetings.

In the past year since an active TDU Chapter formed many more people attend those meetings, and some working mothers brought children with them. Then Juana Retamoza, who is on the TDU national Steering Committee, made a motion that Local 912 provide child care for the meetings. It passed unanimously and became union policy.

Watsonville TDU advertises the childcare on flyers announcing union meetings to encourage more participation. The children are dropped off at a nearby childcare center before the union meeting.

Sound like a good idea, especially



Juana Retamoza, TDU-ISC member, Local 912, Watsonville, Ca.

if your local has a significant number of women members? It does not require a change of the bylaws, and the motion to make this union policy is in order under "new business" in your local union meeting.

Maine TDU Hears PATCO

The Portland, Maine TDU Chapter invited two representatives from PATCO to speak at their meeting. About 25 people attended the meeting to hear the current situation of PATCO members.

According to the speakers, individual union members are now pursuing court cases to get their jobs back. Because of the swiftness with which the government fired PATCO workers, many were not notified properly of their termination. For many of these workers there is a

possibility of getting their jobs back. The representatives urged those present at the meeting to write their congressmen and legislators calling for the government to return the PATCO members to their jobs.

A TDUser present at the meeting said that it was very successful, and that they learned a lot about the reasons why PATCO went on strike and how the government responded to break the union. The Portland Chapter plans to hold more events like this at their future meetings to learn more about their fellow union brothers and sisters and to build a stronger Chapter.

New Model By-Laws Out

The International Union has sent out new copies of the revised "Model Bylaws" to each local union. These "Model Bylaws" have no legal standing but are intended as a model for locals that desire to adopt all or part of them. They cannot be put into effect without a membership vote.

TDU has a lot of experience in reforming local bylaws to win more democratic rights for the rank and file, such as the right to elect stewards and negotiating committees, membership input on financial matters, etc. If you are interested in reforming your local bylaws, contact us.

If your local won't send you a copy of the new "model bylaws", send \$3 to TDU to cover copying and mailing, and we'll send you a copy.

How to Find a BA . . . Fast

The wife of a Detroit Local 337 member called the union hall and asked to speak to the business agent. When the secretary said he wasn't in, the wife asked for the phone number of TDU since she needed help in a hurry. Guess who "just walked in the door." You guessed it — the business agent!

Since the BA wasn't much help, she called TDU anyway. Her first question was "Are you a bunch of commies, like they just told me?" She was told "No, that's just what they say because they don't want to answer your questions and they don't want you to call TDU."



REST ASSURED, MR. TUTTLE... YOU'LL RECEIVE YOUR TEAMSTER PENSION FUND FOR AS LONG AS YOU LIVE... AIN'T THAT RIGHT, BOYS? FOR AS LONG AS HE LIVES...

This One Takes the Cake...

No one ever accused the Teamster Public Relations department of being modest. But this one takes the cake...

On January 4 the IBT PR department sent out a national press release, to reporters all over the USA, boasting that one Ralph Butler got \$33,400 from the Central States Pension Fund. It went on to state that Butler "previously had been declared ineligible for a Central States pension." But after

13 years of ripping this Teamster off, finally, at the age of 76, he got back the money due him (which the PR men called a "windfall").

Lucky for Mr. Butler he was still alive to enjoy at least a bit of his hard earned money that was due him all these years. Apparently Jackie Presser and our PR department think this is really something to brag about. Maybe 13 years after you try to retire they can brag that you finally got what was due you...

Truck Accidents, Whose Fault?

The Reagan Administration nominee for chairman of the National Transportation Safety Board says truck accidents are mostly the driver's fault.

"Unfortunately," James E. Burnett told the National Press Club on January 8, "it is easier to improve vehicles than their operators."

Burnett said safety on the road could be improved by driver education programs that would break through the "human factor frontier," as he called it.

But what about the "management factor frontier" — like being forced to take out unsafe equipment? Or being forced to drive on no sleep because you've been sitting by the phone all night waiting for a dispatch call? Or having to drive in dangerous, icy conditions? Or just having to drive 70 hours a week, until you can't see straight anymore?

Sounds to us like Mr. Burnett has his factors mixed up.

The same issue of Transport Topics (an industry publication) which reported on Burnett's speech also reported that 4,000 heavy trucks were involved in fatal accidents in 1980, and that nearly 1,000 drivers died in those crashes.



Can Strikes Win?

"The future of the strike" as an effective labor tactic was the subject of a lively discussion at the January Nor Cal TDU meeting, where a panel of Teamster activists spoke. On the panel was a local business agent as well as active rank and filers.

Employer tactics to counter strikes were discussed as in Safeway and United Grocers strikes in the area. In The Safeway strike, the refusal of the International to sanction spreading the strike to other Safeway facilities was a key factor in weakening the union effort.

Effective picketing tactics, including ambulatory (following trucks) pickets were discussed also.

Steelhaulers Up in Arms Over Sellout

By Mel Packer
Local 800, Pittsburgh

Steelhauling and Special Commodity companies under the NMFA have been presented with a belated but exorbitant Christmas present by the Teamster Negotiating Committee.

These negotiators have awarded the largest relief package in anyone's memory and then have had the nerve to call it a contract. The package calls for immediate percentage cuts of 3%, from the present rate of 75% to 72% for owner-operators, and from 26% to 23% for fleet and company drivers.

One company negotiator admitted to a BA that he was shocked at how easy it was to get the companies' proposals accepted. (Now that they have learned thievery is easy with Teamster negotiators, at least two or three dozen companies nationally have decided to hold out for an even lower percentage!)

But the percentage cuts are only part of the relief package. The whole deal includes the following:

1. As mentioned, a 3% cut will mean an immediate loss in take-home pay of \$2500 to \$3500 for the average steelhauler. Negotiators attempted to sell this by adding that companies must figure the pay based on rates in effect October 1, 1981. Both local union officials and drivers are laughing at that as they know it's unenforceable.

2. Hourly rate of pay for holidays, sick days, funeral leave, etc. is cut to \$11.75 an hour (Eastern Conference) and \$10.82 an hour (Central Conference) and frozen for the duration of the contract. Unlike freight-side workers, no COLA will ever be applied.

3. In the Eastern Conference, instead of putting drivers in motels, companies will only have to pay a driver \$14.50 for each rest period, with the language deleted that required the company to pay the difference between \$14.50 and the actual cost of the room.

4. All language that previously allowed drivers to file for comparison pay if they could show low earnings

even though they worked every day, have been deleted. This really hurts some Special Commodity haulers such as Schneider Transport.

5. Indentured servitude is legalized in this contract as steelhaulers are now required to give two weeks written notice before quitting or they forfeit vacation pay earned. (Eastern Conference)

6. Health and welfare benefits may become an occasional privilege rather than a right. The pay cuts will reduce earnings so severely that in Western Pennsylvania, many steelhaulers, especially owner-operators, will be ineligible for benefits.

7. Pension payments will be greatly reduced as the work requirement in Western Pennsylvania has now been doubled to two trips a week. At present, many owner-operators are only being offered one load a week.

The Eastern Conference supplement was apparently negotiated almost

Emergency Steelhaulers' Contract Meeting

Sat., February 27, 11:00 am
Holiday Inn
West Mifflin, Pennsylvania
[near the Irvin Works of U.S. Steel]
For more info: [412]421-1691 or 381-2686

entirely by Robert Flynn, a staff man for the IBT. Flynn is one of the men who was booed out of Pittsburgh in 1979 when he attempted to persuade Local 800 members to end their four week wildcat.

What is extremely clear is that the International looked the situation over, recognized that there was no mathematical possibility of 20,000 steelhaulers cancelling out the vote of 300,000 freight workers, and gave the companies the relief they wanted—out of steelhaulers' pockets.

Whether their plan will succeed or fail remains to be seen.

burgh-area steelhaulers unanimously endorsed a telegram from the Local to Roy Williams which said in part: "The members of Teamsters Local 800 unanimously reject this contract proposal..." The telegram also demanded an immediate meeting between Local 800 and Williams.

During the meeting, Local 800 President Charlie Carelli reported that he opposed the contract in Kansas City, but admitted he didn't vote against it. To the credit of Carelli and the rest of 800's Executive Board, they didn't try to sell the deal.

After the contract discussion, the

Local 800 Rejects Contract

Some 150 steelhaulers, mostly from Teamster Local 800, met in Pittsburgh on February 13 to plan actions around their contract. As the news of the contract takeaways spreads, the level of rank and file anger is growing. But the mood of the meeting was to hold off on taking independent action until there is a larger show of strength and support.

Those present decided to hold one more mass meeting for all steelhaulers at 11:00 am on February 27 at the Holiday Inn in West Mifflin, Pa. (The motel is located near the Irvin Works of U.S. Steel). For more information call (412) 421-1691 or 381-2686.

The February 13 meeting was planned after the Local 800 official contract meeting a week earlier. At the contract meeting, 100 angry Pitts-



Mel Packer, Local 800, Pittsburgh, Pa.

members moved to adjourn the official meeting and the Executive Board was dismissed from the hall. A rank and file meeting chaired by TDU members and supporters was immediately convened.

Many of those present then began a serious discussion of ways that the rank and file could begin to take matters into their own hands and how to organize the strength and forces needed to take independent action.

Most members know that the economy has weakened the union spirit. But they also know that this contract would be the end for many of them. Furthermore, owner-operators face an April 13 cutoff of the fuel surcharge which will worsen their plight. Already there is talk of a national shutdown when the surcharge is abolished.

Will steelhaulers walk as they did in 1979? That question will probably not be answered for at least two weeks and a wildcat is not the desirable course of action for most members. But given the lack of any other option there is no other way this contract can be rejected except by refusing to work under its terms and steelhaulers must decide this question for themselves in the next two weeks.

Carhaulers Won't Take Freight Pattern

If Detroit Local 299 is any indication, our negotiators will have a tough time selling the freight pattern to carhaulers. 299 is by far the largest carhaul local in the country.

At 299's regular carhaul division meeting on February 1, it was generally agreed that freight workers were likely to suffer a 25% real wage cut over the life of the contract. There will be disastrous losses in working conditions as well.

Several speakers noted that our industry remains profitable despite the recession and that we face no non-union competition. Only improved car sales—not carhaul wage cuts—will end the layoffs.

Finally E&L Transport driver Dennis Wade moved that the local go on record against carhaulers accepting the freight wage pattern. Jim Carothers of Commercial seconded the motion and it passed unanimously.

McKim to Bargain?

Meanwhile, it looks like Nellie McKim, Secretary-Treasurer of Lansing Local 580, is about to give carhaulers even greater cause for alarm.

Because Roy Williams apparently doesn't want the Flint or Detroit locals to have representation on the National Negotiating Committee, McKim is likely to grab that spot. She occupied a similar post on the recently concluded freight negotiations.

In fact, McKim even outdid the freight sellout in her negotiations on the Michigan Clerical Supplement, which she was mainly responsible for. New hires under that contract got a \$4 per hour wage cut. Let's hope that Lansing carhaulers make clear that a similar performance on the carhaul contract will cost her dearly.



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Get Carhaul Bulletin Now!

The Carhaulers Contract Campaign (CCC) of TDU has put out a special contract bulletin analyzing the freight "pattern" and what it could do to carhaulers if the negotiators try to force it on us. The bulletin includes a listing of the current financial condition of the auto transporting companies. Order copies now from: CCC, Box 10128, Detroit, MI 48210.

Fuel Surcharge

Court action against the ICC by various carrier groups have been rejected. The fuel surcharge must be changed to a mileage basis no later than April 13. Rumors are already out that a national shutdown will be the response.

Contract Relief Guide Available

TDU has just produced a new Contract Relief booklet. It contains valuable information on your legal and contractual rights if your employer demands a paycut, loan, or other kind of relief. The booklet also includes many examples of how informed Teamsters were able to defeat attempts to gut their contract.

To get your booklet: Send \$1.00 to TDU, Box 10128, Detroit, MI, 48210. [50c for orders of 5 or more.] Postage and handling included.

UPSers Say:

Time to Step Out in Front!!

by Charlie Teas
Local 413, Columbus

In our contract with UPS which expires May 1, 1982, we are placing major importance on an improved COL formula paid quarterly. We believe that the cost-of-living payments are deserved by the members and their families. It's tough enough to make ends meet on a family budget today with outrageously high utility and interest rates and all the rest without having to give up some of the COL allowance in favor of some billion dollar trust fund which bankrolls we know who.

The COLA increases in the proposed freight contract have already been reduced by a switch to annual adjustments. It could be reduced further by a modified Consumer Price Index formula proposed by the Reagan administration for the coming years.

The UPS contract is being negotiat-

ed now and we hope to get a better deal than freight. In Columbus we pushed hard to get a provision into the contract proposals that would require a company to put Teamsters first when hiring new people to handle the increased volume picked up from deregulation laws.

Unlike most freight companies, UPS is making big bucks and we intend to get a little share of it. 'It is time to step out in front' is the theme we should adopt in this contract campaign. Past practice has always kept us tied to whatever freight gets, but not this time.

But, if freight doesn't vote the first offer down and send it back for improvements, it will make it much harder for us at UPS since we would already be way out in front of freight because of all their losses. But let's not settle for being better than worse. It's time we took the lead.

UPS Rights Violation Stopped

On December 9th, a feeder driver out of Shrewsbury, Mass., Edward Saucier, won a victory affirming his right to carry **Convoy-Dispatch** in this duffle bag while working.

Saucier had received a warning letter on June 16, 1981 for "transportation of unauthorized materials" in his feeder. UPS issued the letter because a supervisor had discovered a bundle of CD's in Saucier's cab in May, and then observed him distributing papers to another driver at the railroad yard on June 11.

The local union said it would file a letter of objection on the warning letter. But Saucier took it a step further, and filed an Unfair Labor Practices charge with the National Labor Relations Board.

The NLRB agent felt Saucier had such a strong case that court action was unnecessary. The agent went directly to the company and worked out an agreement. Saucier agreed to carry C-D in his duffle bag instead of openly, and UPS rescinded the warning letter.

Passing out literature on company property in "non-work areas during non-work times" is a legally "protected activity." Further, you can keep literature among your personal belongings in your cab or at your work station if personal belongings are allowed in such places. **Don't** let UPS make you believe otherwise!

Get Involved!

- ☐ I will distribute **UPS Contract Bulletins**. Please send _____ copies.
- ☐ I will distribute the national petition for a good contract. Please send me _____ copies.
- ☐ I want to help organize for a good contract in '82 and possibly hold a meeting in my area. Please contact me.
- ☐ I wish to contribute \$ _____ toward this contract fight.

Name.....

Address.....

City State....

Local..... Zip

JOIN TDU!

If the proposed freight wage package goes through, it will cost you thousands. Joining TDU will cost \$20. And that 20 bucks will help build a movement for the kind of Union we need so we'll be treated with respect.

Name..... Local Union #.....

Address.....

City..... State/Prov..... Zip.....

Phone..... Company.....

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other.....

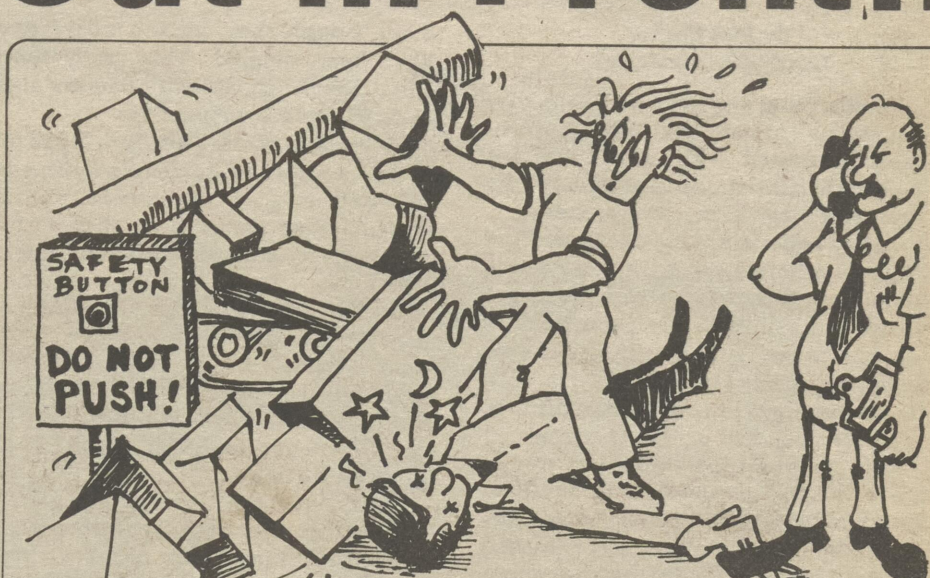
☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and IBT officials.)



"Help! One of my sorters has hurt himself. Send a replacement right away!"

Hang UPS

News of
UPS Workers

Keep Those Parcels Moving. In Columbus, Ohio a sorter recently collapsed in the aisle with back problems after being instructed in "proper" work methods by a supervisor even though he revealed to the supervisor that the method was causing him pain. He laid in the sort aisle for about 20 minutes while the supervisor did virtually nothing. A co-worker kept parcels from falling on him, but other sorters were afraid to use the emergency safety devices because they were told never to do so. As a matter of fact one employee has been disciplined for such use. After all, service is the big idea and the parcels have to keep moving.

Pep Talks. UPSers from the East Bay Area near San Francisco report that supervisors have some pretty good stories to tell in the morning "pep talks." Apparently they've done some studying on how much our wages have gone up since the fifties. They also have a lot to say about how expensive it is to keep UPS running these days. Strangely enough, they didn't say much about the rate of inflation or the fact that UPS made \$189 million in 1980.

Representatives from Four Locals Meet. UPSers from Southeast Pennsylvania and Southern New Jersey met with the TDU National Organizer, Ken Paff, in Philadelphia on February 7 to discuss their local conditions and to begin planning a united campaign for a decent contract. This was the first regional rank and file UPS meeting since the 1976 contract and was a good beginning.

The four locals represented were Local 312 (Yeadon, Pa.), Local 384 (Norristown, Pa.), Local 623 (Philadelphia), and Local 676 (Lawnside, NJ). Those present at the meeting decided that the TDU/UPS Contract Petition would be the next step of the contract campaign in their area.

Brown Giant Diversifies. In a further expansion of its operation, UPS has entered the truck leasing business for the first time. On January 25, the company announced the opening of a new truck leasing operation in Fort Worth, Texas. The leasing operation will provide tractors and trucks to customers on full-service lease and commercial rental agreements.

Who Will Shoulder the Risk? Can you be fired for following instructions too well? Apparently so at San Francisco's UPS Mission Center. According to Jan Sunoo, Local 278, San Francisco, two drivers have recently been fired for leaving packages unattended for a brief period of time and the packages allegedly disappeared. Both drivers were following procedures and agreed to pay for the packages.

While one of the drivers was put back to work, the other had to go to arbitration. Both of the cases hinge on standard UPS methods of pick-up and delivery to multiple story buildings. The methods necessarily leave packages unattended for a brief time.

Drivers are trained in these methods for one reason: to save time. The alternative is for the driver to never lose sight of his packages and to make many trips up and down the building only carrying an armload of packages each trip. Management's only response to this double bind is that some neighborhoods are "safer" than others and that "it is up to the driver's common sense."

Drivers at the Mission center want clear directions on whose responsible for packages left unattended and a clear list of approved buildings where it is possible to leave packages unattended.

UPS can't have its cake and eat it too. If they want the performance they must shoulder the risk not us!